GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:846
ANSWERED ON:21.11.2016
Safety/Security of Workers in Night Shifts
Devi Smt. Veena

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)whether the Government has permitted 24 hours working for Malls,
Restaurants and other such workplaces in the country and if so, the details thereof;
(b)whether adequate steps/necessary precautions have been taken by the Government to ensure law and order after the implementation of the said proposal and if so, the details thereof;
(c)whether the Government is aware of various challenges especially safety and security of workers including women working in night shifts likely to crop up as a result of the said proposal; and
(d)if so, the details thereof along with the remedial steps taken/proposed to be taken by the Government in this regard?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)
(a) to (d): The Government have framed the "Model Shops and Establishment(Regulation of employment and Conditions of Service)Bill 2016 and it has been circulated to all states for adopting the same as it is or modifying their existing State Shops and Establishment Act as per their requirement. The Model Bill will cover only establishments employing ten or more workers except manufacturing units.

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The main provisions of the Model Bill inter-alia, include freedom to operate 365 days in a year and opening/closing time of establishment. Provision for women to be permitted during night shift if the provisions of shelter, rest room ladies toilet, adequate protection of their dignity and transportation etc. exists. No discrimination against women in the matter of recruitment, training, transfer or promotions. Online one common registration through a simplified procedure, powers of Government to make rules regarding adequate measures to be taken by the employer for the safety and health of workers, provision of clean and safe drinking water, lavatory, first aid etc and crÃ¨che and canteen by group of establishments, in case, it is not possible due to constraint in space or otherwise by individual establishment, five paid festive holidays in addition to national holidays etc.

The enhancement of working hours in shops and establishments 24X7 with adequate provision for protection of the workers will give rise to requirement for additional manpower which will result in additional employment and also leading to further growth in jobs especially in the retail, IT, hospitality and services sector.

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